

From: Christopherson, Glen (DSHS/HRD)
Sent: Tuesday, January 17, 2012 4:34 PM
To: DSHS DL Appointing Authorities
Subject: Inclement Weather - Employee Leave Usage
Importance: High

Good Afternoon,

Our annual inclement weather has come a little later this year and with it many employees are expressing concerns regarding the winter storm we are experiencing in Western Washington. Some staff are asking questions regarding absences due to inclement weather. The following links contain the provisions that address these issues pursuant to the various Collective Bargaining Agreements (CBA) for represented employees and the Administrative Policy that addresses all DSHS employees:

Represented Employees:

Washington Federation of State Employees – Article 16
<http://www.ofm.wa.gov/labor/agreements/11-13/wfsegg.pdf>

Service Employees International Union District 1199 NW – Article 21
[For questions regarding this CBA contact me or your current Labor Relations Specialists](#)

Affiliated Washington Pharmacists (AWP) International Association of Fire Fighters (IAFF),
Master, Mates and Pilots Marine Department (MM&P), Union of Physicians of Washington
(UPW) – Article 16
<http://www.ofm.wa.gov/labor/agreements/11-13/coalition.pdf>

All DSHS Employees:

Administrative Policy 18.32
<http://asd.dshs.wa.gov/RPAU/documents/Admin-Policy/18-32.doc>

If you have questions or are in need help navigating the CBA's, WAC's or Agency Policy please call or send me an email.

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